(4/4) 04/13/2015 04 12 49 PM -0700

				FORM EXEMPT UNDER 44 U.S.C.3512
INTERNET FORMINURB-50:	UNITED STATES OF AMER NATIONAL LABOR RELATIONS		DO NO	T WRITE IN THIS SPACE
(2-08)	CHARGE AGAINST EMPLO		Case	Date Filed
			31-CA-150248	3 4/14/15
INSTRUCTIONS: File on original with NCRI	B Regional Director for the region in which	the alleged unfair labor	practice occurred or is occur	rring,
			HARGE IS BROUGHT	
Name of Employer Charter Commun				b. Tel. No. 898-715-3291
Criarior Serring	iosito, i.e.o.			c. Cell No. 455 C40 C479
				425-646-6138
/511	470	La Caralana Bana	a a fativa	f. Fax No.
270 Bridge Street	ty, state, and ZtP code)	a. Employer Repre	seniative	g. e-Maii
San Luis Obispo,		Henry Farber		henryfarber@dwt.com
				h. Number of workers employed
				48
	ent (factory, mine, wholesaler, etc.) elephone communications	j. Identify principal same	product or service	
	employer has engaged in and is engagin	ng in unfalt tabor practic	es within the meaning of se	ection 8(a), subsections (1) and (list
subsections) 8 (a)	(2)and 8 (a) (5)		of the National La	bor Relations Act, and these unfair labor
	ces affecting commerce within the mear of the Act and the Postal Reorganizatio		unfair labor pracțices are u	infair practices affecting commerce
2. Basis of the Chargi	g (set forth a clear and concise statemen	nt of the facts constitution	g the alleged unfair labor p	practices)
In March 2014, th	e NLRS held an election for a fil	rst contract. The ele	ection results were ce	rtified April 21, 2014. The workers
	cal 639 to represent them. The			
-				
	months and as the one year an	•	,	
-	to the office, one on one, to end	-		
• •	<u> </u>			ors have been telling employees
but for the cition	vote" they would have received	Taises and they me	iy have to sub conteat	of our men work.
	يد در در فرادن <u>در موسومه با ا</u> ها در ارون داکا به در ایندود <u>داد.</u> در در در شاه میرد		مفاسح فوتصور المحابات مست	Alexander Adams and Alexander Alexan
3 Full name of party r	iling charge (if labor organization, give t	uli name, including loca,	name and number)	:
International Broth	nerhood of Electrical Workers Lo	ocal 639		
4a. Address (Street an	d number, city, state, and ZiP code)			4b. Tel. No. 805-543-5693
6363 Edna Street				4c. Celi No. 805-801-3738
San Luis Obispo,	CA, 93401			4d. Fax No. 805-544-3762
				4e. e-Mail
				mark.satterfield@sbcglobal.net
5. Full name of nation	al or international labor organization of	which it is an affiliate or	constituent unit (to be filled	In when charge is filed by 6 labor ;
organization)			•	
1	ري - <u>د د د کار د اور در پايل باد در د کا اور را باده د</u>	<u> </u>		
Löeclare that I have rea	6. DECLARATION of the above playe and that the statement		y knowledge and belief.	510-719-1216
By ATA	1/1/1/1/ - Elly	n Moscowitz, Attor	ney for IBEW #639	Office, if any, Cell No.
	laliye or person making charge;	(Pantitype name and little	ur office, if any)	Fax No.
	/			
2 n/2nv 12	4 Jenner, CA. 95450		April 13, 2015	e-Mail
Address	- Johnson, OA. 92400		(date)	emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 of seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practices and related proceedings or liftgation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 7494243 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to envoke its processes.

18055443762

05/12/20-5 08:59

#323 P.002/002

			~	FORM EXEMPT UNDER 44 U.S.C. 35-2
INTERNET UNITED STATES OF AMERICA FORM NLAS-501 NATIONAL LABOR RELATIONS BOX				WRITE IN THIS SPACE
(2-08)	CHARGE AGAINST EMPL		Case Amended	/ Date Filed _
ISTRUCTIONS:			31-CA-15024	48 5/12/15
	B Regional Director for the region in which	th the alleged unfair labor i	practice occurred or is occur	ring.
	1. EMPLOYER	R AGAINST WHOM C	HARGE IS BROUGHT	
a. Name of Employer	r			b. Tel. No. 888-715-3291
Charter Commun	lications LLC.			<u> </u>
				c. Cell No. 425-646-6138
				f. Fax No.
,	ity, state, and ZIP code)	e. Employer Repre	sentative	
270 Bridge Stree		Henry Farber		g. e-Mail
San Luis Obispo,	CA.	'		henryfarber@dwt.com
		_ j		h. Number of workers employed 48
• •	ent (factory, mine, wholesaler, etc.)	j. Identify principal		
	elephone company		es/Communications	
	employer has engaged in and is engag	ing in unfair labor practio	es within the meaning of se	ction 8(a), subsections (1) and (list
subsections) 2,3	and 5.		of the National Lat	por Relations Act, and these unfair labor
	ices affecting commerce within the mea of the Act and the Postal Reorganizati		unfair labor practices are u	nfair practices affecting commerce
	e (set forth a clear and concise stateme		a the alleged infeir labor a	molion e)
-				•
	e NLRB held an election for en			
election and was	certified April 21, 2014. The pa	irties then bargained	for a year for a first c	ontract. During that time, the
parties met about	8-9 times, usually not for full d	ays, at the Employe	r's request. During the	last six months the Employer
nas been interferi	ing with employee's right to rem	nain in the union, and	d held meetings with e	molovees to convince them to
	on petitions. Pro-Union employe			
he weekend of A	April 9-10, 2015 the parties met	to try and finalize a	n agreement. All non-e	economic issues were agreed
pon. On Saturda	ly, April 10, the Union was kept	t waiting an hour to s	start. A reasonable firs	t offer for a wage packet was
resented to the	Employer by the Union. The En	nployer then met for	2 hours and stated it is	would not respond to the Offer
	Inion to "try again." Since then.			-
. Full name of party l nternational Broti	filing charge (if labor organization, give herhood of Electrical Workers L	: full name, including local Local 639	name and number;	
. Address (Street an	nd number, city, state, and ZIP code)			4b. Tel. No. 805-543-5693
363 Edna Street an Luis Obispo,				4c. Cell No. 805-801-3738
				4d. Fax No.
				do o Mail
				4e. e-Mail
				mark.simonin@sbcglobal.net
manization)	al or international labor organization of		constituent unit (to be filled	in when charge is filed by a labor
intema	ational Brotherhood of Electrica	ar vvoikers		
4 1- 4 - 1 1 - 1 - 1	6. DECLARATION			Tel. No. 510-719-1216
Jedare mai i nave rea	ad the above charge and that the statemen	ms are true to the best of m	y knowledge and belter.	010-710-1210
S		luo Morgoniita		Office, if any, Cell No.
Jun .		lyn Moscowitz		
(signature of represen	nlative or person meking cirarge)	(PrinVtype name and title	or office, # any)	Fax No.
				e-Mail
P () Boy 13	4, Jenner, CA. 95450		April 11, 2015	
F.O. BOX 13	M, Jennier, CA. 30420		(data)	emoscowitz@moscowitzlaw.co

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 er seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

MAY-12-2015 09:54

18055443762

95%

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed 06/03/2015 31-CA-150248

	Director in which the alleged unfair labor practice oc	
	EMPLOYER AGAINST WHOM CHARGE IS BROUG	
a. Name of Employer		b. Tel. No.
Charter Communications, LLC		888-715-3291
		c. Cell No.
		425-646-6138
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
270 Bridge Street, San Luis Obispo,	Henry Farber	
CA 93401		g. e-Mail
		henryfarber@dwt.com
		h. Dispute Location (City and State)
		San Luis Obispo, CA
i. Type of Establishment	j. Principal Product or Service	k. Number of workers at dispute location
cable, internet, telephone	internet services/ communications	48
1. The above-named employer has engaged in and	is engaging in unfair labor practices within the mear	ning of section 8(a), subsections (1), (3), and
	unfair labor practices are practices affecting commer	
	commerce within the meaning of the Act and the Po	
2. Basis of the Charge (set forth a clear and conci	se statement of the facts constituting the alleged unfa	air labor practices)

Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by (1) failing and refusing to fairly bargain with the Section 9(a) representative of its employees by walking out on negotiations after the undersigned Union presented its economic proposal; (2) failing and refusing to fairly bargain by refusing to make a counter-offer to the Union's economic proposal; (3) failing and refusing to fairly bargain by demanding that the Union agree to waive the employees' right to wear Union insignia; (4) failing to provide the annual wage increase per past practice; (5) promising employees raises if they sign the decertification petition; (6) encouraging employees to sign the decertification petition; (7) telling employees they would have received a pay raise if they hadn't voted in the Union; (8) revoking a \$10 an hour increase for employees for stand-by pay after the Union was certified; (9) unilaterally implementing a new point system to evaluate and rate employee performance without providing the Union notice and opportunity to bargain; (10) announcing implementation of 4/10 work week; (11) discharging employee Travis Hunt in retaliation for his Union activities; and, (12) refusing to promote employee Justin Murphy in retaliation for his Union activities.

3. Full name of party filing charge (if labor organization, give	full name, including local name and numb	per)
International Brotherhood of Electrical Workers	s Local 639	u.
4a. Address (street and number, city, state, and ZIP code)		4b, Tel, No.
6363 Edna Rd., San Luis Obispo, CA 93401		(805)543-5693
3000 2010 110., 5011 2010 5515 51 51 151		4c, Cell No.
		(805) 801-3738
		4d. Fax No.
		40. Fax No.
		4e. e-Mail
		mark.simonin@sbcglobal.net
5. Full name of national or international labor organization of	which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
organization)		
a projection		Tel. No.
6. DECLARATION		
i declare that I have read the above charge and that the	e statements are true to the best of	(510) 719-1216
my knowledge and belief.		Office, if any, Cell No.
By:	Filtria Manianista Attanzasi	Office, if any, Centivo.
	Ellyn Moscowitz, Attorney	
(signature of representative or person making charge)	Print Name and Title	Fax No.
	101.5	
Address: PO Box 134, Jenner, CA 95450	Date: (a 3 15	e-Mail
	Sar y	emoscowitz@moscowitzlaw.com
		·

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

18055443762

09/28/2015 15:21

#376 P.002/002



9/28/20

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

31-CA-150248 9/28/15

INSTRUCTIONS:		1/20/13	
File an original of this charge with NLRB Regional	Director in which the alleged unfair labor practice	occurred or is occurring	
	EMPLOYER AGAINST WHOM CHARGE IS BRO		
a. Name of Employer		b. Tel. No	
		888-715-3291	
Charter Communications, LLC		c. Cell No.	
Charter Communications, LLC			
		425-646-6138	
d. Address (street, city, state ZIP code)	e Employer Representative	f. Fax No.	
270 Bridge Street	Henry Farber	g. e-Mail	
San Luis Obispo, CA 93401		henryfarber@dwt.com	
		h. Dispute Location (City and State)	
		San Luis Obispo, CA	
i. Type of Establishment	j Principal Product or Service	k. Number of workers at dispute location	
cable, internet, telephone	internet services/-communications	48	
	d is engaging in unfair labor practices within the me		
	labor practices are practices affecting commerce		
	nerce within the meaning of the Act and the Postal		
2. Basis of the Charge (set forth a clear and conci	se statement of the facts constituting the alleged u	intair labor practices)	
Within the past six months, the above-nai	med employer has interfered with the employ	rees' Section 7 rights by (1) promising	
employees raises if they sign the decertific	cation petition; (2) encouraging employees to	sign the decertification petition; (3) telling	
employees they would have received a pa	ly raise if they hadn't voted in the Union; and	(4) interrogating employees about their	
Union sentiments			
3. Full name of party filing charge (if labor omagiz	ation, give full name, including local name and nur	when	
International Brotherhood of Electrical		nber)	
4a. Address (street and number, city, state, and Z		AL T-I No.	
		4b. Tel. No.	
6363 Edna Rd. San Luis Obispo. CA	93401	(805)543-5693	
		4c. Cell No.	
		(805) 801-3738	
		4d. Fax No.	
		4e. e-Mail	
		mark.simonin@sbcqlobal.net	
5. Full name of national as international labor area	rization of which it is an affiliate or constituent unit		
organization)	rization of which it is an anniale of constituent unit	(to be filled in when charge is filed by a labor	
organization)			
6. DECLARATION		Tel. No.	
	nd that the statements are true to the best of	(510) 719-1216	
my knowledge and belief.	The time the subtempting are that to the past of	(310) / 19-1210	
-00 Ma.		Office, if any, Cell No.	
By Edin Haran	Ellyn Moscowitz, Attorney	555, ii diiy, don 115.	
(signature of representative or person making c		Fax No.	
taignature or representative or person making c	(arge) Print Name and Title	rax No.	
Address: PO Box 134, Jenner, CA 9545	0 Date: 9-26-15	e-Mail	
	' 2013	emoscowitz@moscowitzlaw.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

P.02

95%

Administrator POTSmodem1

(2/2) 07/01/2015 11 14 55 AM -0700

Form NLRB - 501 (2-08)			
UNITED STATES OF AMERICA		************************	E IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date Filed
THIRD AMENDED CHARGE AGAINST EMPLOYER 31-0		31-CA-150248	7/1/15
INSTRUCTIONS: File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice of		notice againsted arise accurr	7/1/15
	LOYER AGAINST WHOM CHARGE IS		
a Name of Employer		b. Tel. No.	
		888-715-3	291
Charter Communications, LLC		c. Celi No.	
	***	425-646-6	138
d. Address (street, city, state ZiP code) e. E	Employer Representative	f. Fax No.	
OTO DEED CARRO	Hanar Carbia	g. e-Mail	. ,
;	Henry Farber	henryfarbe	Global com
San Luis Obispo, CA 93401			ion (City and State)
		San Luis O	
i. Type of Establishment	rincipal Product or Service		rkers at dispute location
	ernet services/ communications		
the National Labor Relations Act, and these unfair labor labor practices are unfair practices affecting commerce. 2. Basis of the Charge (set forth a clear and concise state).	within the meaning of the Act and the Filement of the facts constituting the alle	Postal Reorganization Act. ged unfair labor practices)	
Within the past six months, the above-named of the annual wage increase per past practice, (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical Worlds, Address (street and number, bity, state, and ZIP code 6363 Edna Rd. San Luis Obispo, CA 9340	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with heir Union sentiments; (8) surveilling give full name, including local name and kers Local 639	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union graphoyees or giving the distribution of number) 4b. Tel. No. (805)543-5 4c. Cell No. (805) 801-3 4d. Fax No.	petition; (3) encouraging if they hadn't voted in the 6) unitaterally in notice and opportunity he impression of
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical Worlds, Address (street and number, city, state, and ZIP cool	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and the surveil for the surveil of the surveil	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the dinumber) 4b. Tel. No. (805)543-5 4c. Cei; No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simor	t petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity he impression of 693
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical World, Address (street and number, bity, state, and ZIP code 6363 Edna Rd. San Luis Obispo, CA 9340	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and kers Local 639 (b)	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the Union (805)543-5 4b. Tel. No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simon of unit (to be filled in when the Union (510) 719-1	is petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity the impression of 693 693 6738 6in@sbcglobal.net charge is filed by a labor
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical World A. Andress (street and number, pity, state, and ZIP coc 6363 Edna Rd. San Luis Obispo, CA 9340 6363 Edna Rd. San Luis Obispo	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and kers Local 639 (b) 1	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the Union (805)543-5 4b. Tel. No. (805)543-5 4c. Cei; No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simon on unit (to be filled in when the Union of th	in petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity the impression of 693 693 6738 6in@sbcglobal.net charge is filed by a labor
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Furliname of party filing charge (if labor organization, International Brotherhood of Electrical World Aa, Address (street and number, bity, state, and ZIP code 6363 Edna Rd. San Luis Obispo, CA 9340 6363 Edna Rd. San Luis Obis	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and kers Local 639 (b))1	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the Union (805)543-5 4b. Tel. No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simon of unit (to be filled in when the Union (510) 719-1	is petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity the impression of 693 693 6738 6in@sbcglobal.net charge is filed by a labor
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4) Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical World Aa, Address (street and number, bity, state, and ZIP coc 6363 Edna Rd. San Luis Obispo, CA 9340 6363 Edna Rd. San Luis Obispo, CA 9340 organization) 6. DECLARATION I declare that I have read the above charge and the my knowledge and belief: By (signature of representative of person making charge	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the not rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and kers Local 639 (b) 11	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the Union (805)543-5 4b. Tel. No. (805) 801-3 4c. Cell No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simon of unit (to be filled in when the Union (510) 719-4 Office, if any, Cell Fax No.	is petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity the impression of 693 693 6738 6in@sbcglobal.net charge is filed by a labor
the annual wage increase per past practice; (2) employees to sign the decertification petition; (4 Union; (5) revoking a \$10 an hour increase for implementing a new point system to evaluate a to bargai: (7) interrogating employees about the surveillance. 3. Full name of party filing charge (if labor organization, International Brotherhood of Electrical World Address (street and number, city, state, and ZIP code 6363 Edna Rd. San Luis Obispo, CA 9340 6363 Edna Rd. San Luis Obispo,	promising employees raises if the 4) felling employees they would have imployees for stand-by pay after the rate employee performance with neir Union sentiments; (8) surveilling give full name, including local name and kers Local 639 (b))1	y sign the decertification ve received a pay raise ne Union was certified; inhout providing the Union gemployees or giving the Union (805)543-5 4c. Cell No. (805) 801-3 4d. Fax No. 4e. e-Mail mark simon unit (to be filled in when Office if any. Cell Fax No. (510) 719-	is petition; (3) encouraging if they hadn't voted in the 6) unilaterally in notice and opportunity the impression of 693 693 6738 6in@sbcglobal.net charge is filed by a labor

WILLPUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1901)
PRIVACY. ACT STATEMENT
Solicitation of the information on this form is authorized by the National Cabor Relations Act (N.E.A.), 29 U.S.C. § 151 at seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or hitigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

JUL-01-2015 11:15 1 95% P.02

Administrator POTSmodem1

(2/2) 06/29/2015 12 21:49 PM -0700

FCRM NURSect NATIONAL LABOR RELATIONS BOARD		100 NO	DO NOT WRITE IN THIS SPACE	
(2-08)	CHARGE AGAINST EMPLOYER		Case 31-CA-15	55081 Date Filed 06/29/15
NSTRUCTIONS:				
ile an original with NLRS F	Regional Director for the region in		abor precilce occurred or is noc DM CHARGE IS BROUGHT	
a. Name of Employer	LIVI LO	TEN AGAINS: WHO	W CHARGE IS BROOGITI	b. Tel. No. 888-715-3291
Charter Communic	otions (: C			888-7 13-3291
Chartel Communic	ations LEO			c. Cell No. 425-646-6138
				f Fax No.
d. Address (Street, city,			Representative	a contraction to the contraction of the contraction
	San Luís Obispo, CA.	Henry Farb	per:	g. e-Mail
93401				henryfarber@dwt.com
				h. Number of workers employed
				48
Type of Establishment Communications	(factory, mine, wholesaler, etc.,		cipal product or service rnet, Relephone	
k. The above-named em	ployer has engaged in and is er	ngaging in unfair labor pi	ractices within the meaning of	section 8(a), subsections (1) and (list
subsections) 8(a)(5))		of the National :	abor Relations Act; and these unfair labor
	s affecting commerce within the the Act and the Postal Reorgan	**		unfair practices affecting commerce
2 Rasis of the Charge /	se! forth a clear and concise sta	Pament of the facts cons	ditution the efferted unfair labor	r practice s
· ·	months, the Employer has			prochesy
, ,	ond to the Union first econ n or respond to second of			19-10, 2015. r at Negotiations on June 19, 2015
2) Fairing to bargain 3) Withdrawing reco June 26, 2015. Employees.	n or respond to second of	fer on economics prement to the Union indence that it believes	resented to the Employer and workers it will no lor res the Union no langer r	
2) Fairing to bargain 3) Withdrawing reco June 26, 2015. Emi employees. 3. Full name of party fili- International Brothe	n or respond to second of ognition of Union and stati player falled to provide ev	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the
2) Fairing to bargain 3) Withdrawing recordine 26, 2015. Employees, 3. Full name of party file international Brother 4a. Address (Street and	n or respond to second of ognition of Union and stationary falled to provide every charge (if labor proprietion, erhood of Electrical Worker)	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on apresents a majority of the
2) Fairing to bargain 3) Withdrawing reco June 26, 2015. Emi employees. 3. Full name of party fili- International Brothe	n or respond to second of ognition of Union and state ployer falled to provide every charge (if labor piganization, erhood of Electrical Worker) number, city, state, and ZiP coonsiders.	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738
2) Fairing to bargain 3) Withdrawing recordine 26, 2015. Employees, 3. Full name of party file International Brother 4e. Address (Street and 6363 Edna Rd.	n or respond to second of ognition of Union and state ployer falled to provide every charge (if labor piganization, erhood of Electrical Worker) number, city, state, and ZiP coonsiders.	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on represents a majority of the
2) Fairing to bargain 3) Withdrawing recordine 26, 2015. Employees, 3. Full name of party file International Brother 4e. Address (Street and 6363 Edna Rd.	n or respond to second of ognition of Union and state ployer falled to provide every charge (if labor piganization, erhood of Electrical Worker) number, city, state, and ZiP coonsider.	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738
2) Fairing to bargain 3) Withdrawing recordine 26, 2015. Employees, 3. Full name of party file International Brother 4e. Address (Street and 6363 Edna Rd.	n or respond to second of ognition of Union and state ployer falled to provide every charge (if labor piganization, erhood of Electrical Worker) number, city, state, and ZiP coonsider.	fer on economics prement to the Union ridence that it believes give full name, including press, Local 639	resented to the Employer and workers it will no lor res the Union no langer r	r at Negotiations on June 19, 2015 nger bargain with the Union on represents a majority of the 46. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No.
2) Failing to bargain 3) Withdrawing recr June 26, 2015. Employees. 3. Full name of party flir International Brothe 4a Address (Streat and 6363 Edna Rd. San Luis Obispo, C.	n or respond to second of ognition of Union and state ployer failed to provide even the charge (if labor proprietation, erhood of Electrical Worke number, city, state, and ZiP cod A. 93401	fer on economics planent to the Union ridence that it believ give full name, including ers, Local 639	resented to the Employer and workers it will no lor reside (Union no longer replace) and name and number)	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No.
2) Fairing to bargain 3) Withdrawing rect June 26, 2015. Employees. 3. Full name of party filinternational Brothe 4e Address (Street and 6363 Edna Rd. San Luis Obispo, Co. 5. Full name of national organization) Internati	n or respond to second of ognition of Union and state ployer failed to provide even the charge (if labor proprietion, erhood of Electrical Worker number, city, state, and ZiP cod A. 93401	ement to the Union ridence that it believ give full name, including ers, Local 639	end workers it will no lor res the Union no longer r placal name and number)	r at Negotiations on June 19, 2015 nger bargain with the Union on represents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No. 4e. e-Mail mark simonin@sbcglobal.net.
2) Fairing to bargain 3) Withdrawing rect June 26, 2015. Employees. 3. Full name of party filinternational Brothe 4e Address (Street and 6363 Edna Rd. San Luis Obispo, Co. 5. Full name of national organization) Internati	n or respond to second of or respond to second of union and state player falled to provide every falle	ement to the Union ridence that it believ give full name, including ers, Local 639 on of which it is an affilial trical Workers, AFL. RAPON ternents are true to the bes	end workers it will no lor reside Union no longer resided in ame and number) reconstituent unit (to be like)	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tsi. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No. 4e. e-Mail mark simonin@sbcglobal net ed in when charge is filled by a labor. Tel. No.
2) Fairing to bargain 3) Withdrawing rect June 26, 2015. Employees. 3. Full name of party filinternational Brothe 4e Address (Street and 6363 Edna Rd. San Luis Obispo, Co. 5. Full name of national organization) Internati	n or respond to second of or respond to second of union and state player falled to provide every falle	ement to the Union ridence that it believ give full name, including ers, Local 639 on of which it is an affilial trical Workers, AFL. PATION tements are true to the best Ellyn Moscowitz, 2	end workers it will no lor end workers it will no lor res the Union no longer r placel name and number) the or constituent unit (to be life) -CIO stuf my knowledge and belief.	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No. 4e. e-Mail mark simonin@sbcglobal net set in when charge is lifed by a labor Tel. No. 510-719-1216 Office, if any, Cell No.
2) Fairing to bargain 3) Withdrawing rect June 26, 2015. Employees. 3. Full name of party filinternational Brothe 4e Address (Street and 6363 Edna Rd. San Luis Obispo, Co. 5. Full name of national organization) Internati	n or respond to second of or respond to second of union and state player failed to provide every faile	ement to the Union ridence that it believ give full name, including ers, Local 639 on of which it is an affilial trical Workers, AFL. PATION tements are true to the best Ellyn Moscowitz, 2	end workers it will no lor reside Union no longer resided in ame and number) reconstituent unit (to be like)	r at Negotiations on June 19, 2015 nger bargain with the Union on represents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No. 4e. e-Mail mark simonin@sbcglobal net. sci in when charge is filled by a labor Tel. No. 510-719-1216
2) Fairing to bargain 3) Withdrawing rect June 26, 2015. Employees. 3. Full name of party filinternational Brothe 4e Address (Street and 6363 Edna Rd. San Luis Obispo, Co. 5. Full name of national organization) Internati	n or respond to second of or respond to second of union and state player failed to provide every faile	ement to the Union ridence that it believ give full name, including ers, Local 639 on of which it is an affilial trical Workers, AFL. PATION tements are true to the best Ellyn Moscowitz, 2	end workers it will no lor end workers it will no lor res the Union no longer r placel name and number) the or constituent unit (to be life) -CIO stuf my knowledge and belief.	r at Negotiations on June 19, 2015 nger bargain with the Union on epresents a majority of the 4b. Tel. No. 805-543-5693 4c. Cell No. 805-801-3738 4d. Fax No. 4e. e-Mail mark simonin@sbcglobal net set in when charge is lifed by a labor Tel. No. 510-719-1216 Office, if any, Cell No.

PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 er seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing untain labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes:

18055443762

08/13/2015 13:14

#356 P.002/002

Form NLRB - 501 (2-08) UNITED STATES OF AMERICA DO NOT WRITE IN THIS SPACE NATIONAL LABOR RELATIONS BOARD Case **Date Filed** FIRST AMENDED CHARGE AGAINST EMPLOYER 31-CA-155081 8/13/2015 INSTRUCTIONS File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. 888-715-3291 Charter Communications, LLC c. Cell No 425-646-6138 d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No 270 Bridge Street Henry Farber g. e-Mail henryfarber@dwt.com San Luis Obispo, CA 93401 h. Dispute Location (City and State) San Luis Obispo, CA i. Type of Establishment j. Principal Product or Service k. Number of workers at dispute location cable, internet, telephone internet services/ communications 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unifair labor practices are practices affecting commerce within the meaning of the Act, or these unifair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has engaged in bad faith bargaining by: 1) Refusing to respond to the Union's first economic proposal during the negotiations on April 9-10, 2015; 2) Failing to bargain or respond to the Union's economic proposals at the negotiations on June 19, 2015; Withdrawing recognition of the Union and telling employees it would no longer bargain with the Union on June 26, 2015; Implementing unilateral changes after unlawfully withdrawing recognition from the Union, including pay increases that further demonstrate the Employer's bad faith bargaining on economic proposals; and Telling employees that it would revoke pay increases if the Employer is forced to further recognize the Union. 3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers Local 639 4e. Address (street and number, city, state, and ZIP code) 4b, Tel. No. 6363 Edna Rd. San Luis Obispo, CA 93401 (805)543-5693 4c. Cell No (805) 801-3738 4d. Fax No. mark.simonin@sbcglobal.net 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION Tel. No. I declare that I have read the above charge and that the statements are true to the best of (510) 719-1216 my knowledge and belief. Office, if any, Cell No. Ellyn Moscowitz, Attorney signature of representative or person/making charge) Print Name and Title Fax No.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

e-Mail

emoscowitz@moscowitzlaw.com

Date

Address: PO Box 134, Jenner, CA 95450

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

AUG-13-2015 13:08 18055443762 95% P.02

18055443762

09/28/2015 15:20

#376 P.001/002

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

File an original of this charge with NLRB Regional	Director in which the alleged unfair labor practice of	accurred or is accurring
1	EMPLOYER AGAINST WHOM CHARGE IS BROU	IGHT
a. Name of Employer	EIN EO TELL MONITOR TALLON CHANGE IS BILLO	b. Tel. No
a. Name o Employer		888-715-3291
Charter Communications 110		
Charter Communications, LLC		c. Cell No.
		425-646-6138
d. Address (street, city, state ZIP code)	e Employer Representative	f. Fax No.
270 Bridge Street	Henry Farber	g. e-Mail
San Luis Obispo, CA 93401	}	henryfarber@dwt.com
		h. Dispute Location (City and State)
		San Luis Obispo, CA
i. Type of Establishment	i Principal Product or Service	k. Number of workers at dispute location
cable, internet, telephone	internet services/ communications	48
	is engaging in unfair labor practices within the mea	
the National Labor Relations Act, and these unfair	labor practices are practices affecting commerce w	within the meaning of the Act, or those unfair
labor practices are unfair practices affecting comm	nerce within the meaning of the Act and the Postal F	Representation Act
2 Basis of the Charge (set forth a clear and conci	se statement of the facts constituting the alleged un	fair lahor practices)
at a data of the only go (out to the older of the out of	or otherwise and read domains and anegge an	nan rabor practices)
Within the next six menths, the Emple	one has a second in hard faith have sining t	
	yer has engaged in bad faith bargaining t	
1) Withdrawing recognition of the Union	and telling employees it would no longer barg	ain with the Union on June 26, 2015; and,
Implementing unitateral changes after	unlawfully withdrawing recognition from the L	Inion, including pay increases that further
demonstrate the Employer's bad faith	bargaining on economic proposals.	
	· ·	
3. Full name of party filing charge (if labor organize	ation, give full name, including local name and numi	her)
International Brotherhood of Electrical		,
4a. Address (street and number, city, state, and Zi		4b. Tel. No.
6363 Edna Rd. San Luis Obispo, CA		(805)543-5693
1 0000 Edna No. Gan Edis Obispo, CA	33401	4c, Cell No.
		(805) 801-3738
		4d. Fax No.
		4e. e-Mail
		mark.simonin@sbcglobal.net
	nization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
organization)		
0.00014814011		. , <u></u>
6. DECLARATION		Tel. No.
	nd that the statements are true to the best of	(510) 719-1216
my knowledge and belief.		05 7 6-1111
By: Sill a Man		Office, if any, Cell No.
Cary D 1 1000 Com	Ellyn Moscowitz, Attorney	4
(signature of replesentative or person making c	harge) Print Name and Title	Fax No.
	0.20	
Address: PO Box 134, Jenner, CA 9545	0 Date: 9-26-75	e-Mail
, , , , , , , , , , , , , , , , , , , ,	,,	emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

95% P.01

18055443762

09/10/2015 15:40

#364 P.002/003

Form NLRB - 501 (2-08)

INSTRUCTIONS:

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
31-CA-159811	9/10/2015

File an original of this charge with NLRB Region	onal Director in which the alleged unfair labor practice	occurred or is occurring
The different of this charge with MERS Regil	EMPLOYER AGAINST WHOM CHARGE IS BRO	
	1. EMPLOTER AGAINST WHOM CHARGE IS BRO	The state of the s
a. Name of Employer		b. Tel. No.
		888-715-3291
Charter Communications, LLC		c. Cell No.
Offactor Confirmationality CEO		1
		425-646-6138
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
270 Bridge Street	Honey Corbor	g. e-Mail
5	Henry Farber	1 3
San Luis Obispo, CA 93401		henryfarber@dwt.com
• •		h. Dispute Location (City and State)
)	San Luis Obispo, CA
i. Type of Establishment	j. Principal Product or Service	k. Number of workers at dispute location
cable, internet, telephone	internet services/ communications	48
I. The shave named ampleuer has enecond in	and in approise is unfair labor profiles within the	and an efficient Ofes as hearth and (1) and (5) of

 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by unilaterally implementing a new system tech scorecard for employees on or about August 19, 2015.

3. Full name of party filing charge (if labor organization, give full name, including local name and num	
International Brotherhood of Electrical Workers Local 639	iber)
4a. Address (street and number, city, state, and ZIP code)	4b. Tel. No.
6363 Edna Rd. San Luis Obispo, CA 93401	(805)543-5693
	4c. Cell No.
	(805) 801-3738
	4d, Fax No.
	4e. e-Mail
	mark.simonin@sbcglobal.net
organization)	
6. DECLARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and bellef.	(510) 719-1216
By: Rea Mostoning Ellyn Moscowitz, Attorney	Office, if any, Cell No.
(signature of representative or person making charge) Print Name and Title	Fax No.
Address: PO Box 134, Jenner, CA 95450 Date:	e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disciosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SEP-10-2015 15:34 18055443762 95% P.02

From: BEW 639

18055443762

09/10/2015 15:40

#364 P.003/003

Form NLRB - 501 (2-08)

i. Type of Establishment

INSTRUCTIONS

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE	IN THIS SPACE
Case	Date Filed
31-CA-159812	9/10/2015

San Luis Obispo, CA

k. Number of workers at dispute location

File an original of this charge with NLRB Reg	ional Director in which the alleged unfair labor	practice occurred or is occurring.
	1. EMPLOYER AGAINST WHOM CHARGE	IS BROUGHT
a. Name of Employer Charter Communications, LLC		b. Tel. No. 888-715-3291
		c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
270 Bridge Street San Luis Obispo, CA 93401	Henry Farber	g. e-Mail henryfarber@dwt.com h. Dispute Location (City and State)

cable, internet, telephone internet services/ communications 48

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

j. Principal Product or Service

Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that a job candidate would not even be interviewed unless they were 100% anti-Union.

3. Full name of party filing charge (if labor organization, give		ber)
International Brotherhood of Electrical Worker	s Local 639	
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.
6363 Edna Rd. San Luis Obispo, CA 93401		(805)543-5693
		4c. Cell No.
		(805) 801-3738
		4d. Fax No.
		4e. e-Mail
		mark.simonin@sbcglobal.net
 Full name of national or international labor organization of organization) 	which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
6. DECLARATION		Tel. No.
I declare that I have read the above charge and that th my knowledge and belief.	e statements are true to the best of	(510) 719-1216
Du 1 10 0 1		Office, if any, Cell No.
By Chai Max xounts	Ellyn Moscowitz, Attorney	
(signature of représentative or person making charge)	Print Name and Title	Fax No.
Address: PO Box 134, Jenner, CA 95450	Date:	e-Mail emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

18055443762

09/14/2015 09:40

#367 P.001/002

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYED

DO NOT WRITE IN THIS SPACE

INSTRUCTIONS: File an original of this charge with NLRB Region		31-CA-159812	9/14/2015	
	ــــ Tanal Director in which the alleged unfair labor ا	practice occurred or is occurring	d	
	1. EMPLOYER AGAINST WHOM CHARGE		<u> </u>	
a. Name of Employer		b. Tel. No.		
			888-715-3291	
Charter Communications, LLC		c. Cell No.		
		425-646-61	38	
d Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.		
270 D-14 Ot t				
270 Bridge Street	Henry Farber	g. e-Mail	Delvit com	
San Luis Obispo, CA 93401		henryfarber(h. Dispute Locatio		
		San Luis Ob		
i. Type of Establishment	j. Principal Product or Service		ters at dispute location	
cable, internet, telephone	internet services/ communicatio		cers at dispute location	
I. The above-named employer has engaged in			subsection (1) of the	
	labor practices are practices affecting comme			
	rce within the meaning of the Act and the Pos			
2. Basis of the Charge (set forth a clear and co	oncise statement of the facts constituting the a	illeged unfair labor practices)		
Within the past six months, the	ne above-named employer has	interfered with the e	mployees' Section	
7 rights by telling employees	that a job candidate would not	even be interviewed	unless they were	
100% anti-Union.				
100 % drie Ornon.				
2.5.11				
	nization, give full name, including local name	and number)		
International Brotherhood of Electri	cal Workers Local 639			
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No.	03	
International Brotherhood of Electri	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56	93	
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56 4c. Cell No.		
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37		
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56 4c. Cell No.		
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37		
International Brotherhood of Electri 4a. Address (street and number, city, state, and	cal Workers Local 639 d ZIP code)	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail		
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni	738 n@sbcglobal.net	
International Brotherhood of Electri 4a. Address (street and number, city, state, an 6363 Edna Rd. San Luis Obispo, (cal Workers Local 639 d ZIP code) CA 93401	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni	738 n@sbcglobal.net	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni	738 n@sbcglobal.net	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, of the state of the	cal Workers Local 639 d ZIP code) CA 93401	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni tent unit (to be filled in when ch	738 n@sbcglobal.net	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni tent unit (to be filled in when ch	n@sbcglobal.net narge is filed by a labor	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401 rganization of which it is an affiliate or constitu	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni tent unit (to be filled in when climated) Tel. No. (510) 719-12	n@sbcglobal.net parge is filed by a labor	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401 rganization of which it is an affiliate or constitute and that the statements are true to the beautiful constitution.	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni ment unit (to be filled in when cl	n@sbcglobal.net parge is filed by a labor	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, of San Lui	cal Workers Local 639 d ZIP code) CA 93401 rganization of which it is an affiliate or constitute and that the statements are true to the beautiful and the statements. Ellyn Moscowitz, Attornalization.	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni ment unit (to be filled in when cl	n@sbcglobal.net parge is filed by a labor	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, Co. San Luis Obispo	cal Workers Local 639 d ZIP code) CA 93401 rganization of which it is an affiliate or constitute and that the statements are true to the beautiful and the statements. Ellyn Moscowitz, Attornalization.	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni ment unit (to be filled in when cl	n@sbcglobal.net parge is filed by a labor	
International Brotherhood of Electrical Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo, of San Lui	cal Workers Local 639 d ZIP code) CA 93401 rganization of which it is an affiliate or constitute and that the statements are true to the beautiful dependent of the print Name and Title	4b. Tel. No. (805)543-56 4c. Cell No. (805) 801-37 4d. Fax No. 4e. e-Mail mark.simoni ment unit (to be filled in when cl	n@sbcglobal.net parge is filed by a labor	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

P.01

emoscowitz@moscowitzlaw.com

18055443762

09/10/2015 15:39

#364 P.001/003

3,00 6 7.20

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER
 DO NOT WRITE IN THIS SPACE

 Case
 Date Filed

 31-CA-159815
 9/10/15

INSTRUCTIONS:		1-CA-159815	9/10/15	
File an original of this charge with NLRB Region	ractice occurred or is occurrin	g		
•	. EMPLOYER AGAINST WHOM CHARGE I	IS BROUGHT		
a. Name of Employer		b. Tel. No.		
		888-715-32	91	
Charter Communications, LLC		c. Cell No.		
		425-646-61	38	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.		
		L		
270 Bridge Street	Henry Farber	g. e-Mail		
San Luis Obispo, CA 93401		henryfarber	henryfarber@dwt.com	
, ,		h. Dispute Locatio	h. Dispute Location (City and State)	
		San Luis Ob	ispo, CA	
i. Type of Establishment	j. Principal Product or Service	k. Number of work	ers at dispute location	
cable, internet, telephone	internet services/ communication	ns 48		
I. The above-named employer has engaged in a				
the National Labor Relations Act, and these unfa			he Act, or these unfair	
labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has interfered with the employees' Section 7 rights by telling employees that they would not be able to participate in the Charter reward and

7 rights by telling employees that they would not be able to participate in the Charter reward and recognition program because they were represented by the Union.

 Full name of party filing charge (if labor organization, give full nar International Brotherhood of Electrical Workers Local 	
4a. Address (street and number, city, state, and ZIP code)	4b, Tel, No.
6363 Edna Rd. San Luis Obispo, CA 93401	(805)543-5693
	4c. Cell No.
	(805) 801-3738
	4d. Fax No.
	4e. e-Mail
	mark.simonin@sbcglobal.net
C. DECLARATION	Ty-Gi-
 DECLARATION I declare that I have read the above charge and that the state my knowledge and belief. 	rments are true to the best of (510) 719-1216
BY: EDWA MOST FORMAN Elly	Office, if any, Cell No.
(signature of representative or person making charge) Print	Name and Title Fax No.
Address: PO Box 134, Jenner, CA 95450 Date	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SEP-10-2015 15:34 18055443762 95% P.01

18055443762

09/14/2015 14:39

#369 P.001/002

Form NLR3 - 501 (2-03)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER INSTRUCTIONS:

 DO NOT WRITE IN THIS SPACE

 Case
 Date Filed

 31-CA-159815
 9/14/2015

File an original of this charge with NLRB Regio	inal Director in which the alleged unfair labor practice	occurred or is occurring.
	1. EMPLOYER AGAINST WHOM CHARGE IS BRO	
a. Name of Employer		b. Tel. No. 888-715-3291
Charter Communications, LLC		c. Cell No. 425-646-6138
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
270 Bridge Street San Luis Obispo, CA 93401	Henry Farber	g. e-Mail henryfarber@dwt.com h. Dispute Location (City and State)
		San Luis Obispo, CA
i. Type of Establishment	j. Principal Product or Service	k. Number of workers at dispute location
cable, internet, telephone	internet services/ communications	48
Within the past six months, th 7 rights by telling employees	e above-named employer has interfect that they would not be able to partic they were represented by the Union	fered with the employees' Section ipate in the Charter reward and
3. Full name of party filing charge (if labor orga International Brotherhood of Electric	nization, give full name, including local name and num cal Workers Local 639	nber)
4a. Address (street and number, city, state, and 6363 Edna Rd. San Luis Obispo. C	d ZIP code)	4b. Tel. No. (805)543-5693 4c. Cell No. (805) 801-3738 4d. Fax No.
5 Full name of national or international labor or organization)	rganization of which it is an affiliate or constituent unit	4e. e-Mail mark.simonin@sbcglobal.net (to be filled in when charge is filed by a labor
 DECLARATION I declare that I have read the above chargemy knowledge and belief. 	e and that the statements are true to the best of	Tel. No. (510) 719-1216
By Elly Mosque	Ellyn Moscowitz, Attorney	Office, if any, Cell No.
(signature of representative or person making	g char c e) Print Name and Title	Fax No
Address: PO Box 134, Jenner, CA 95	450 Date:	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Registe, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

SEP-14-2015 14:34

18055443762

95%

::IBEW639	18055	443762	10/05/2015 09:	23	#380 P.001/001
1:1BE AA 629					7001 FVF177 WAR
INTERNET	UNITED STATES OF AMER	RICA	20 1107		FORM EXEMPT UNDER 44 U.S.C 3512
FORM NLRB-501 (2-08)	NATIONAL LABOR RELATIONS	BOARD			E IN THIS SPACE
	CHARGE AGAINST EMPL	OYER	Case 31-CA-161	408	Date Filed 10/5/15
INSTRUCTIONS:	9 Pagional Director for the major in which	th the alleged unfair	labor america accurred or in accum		
ne an original with RER	Regional Director for the region in whic EMPLOYEF		DM CHARGE IS BROUGHT	ıng.	
a. Name of Employer				b. 1	^{Cel. No.} 888-715-3291
Charter Commun	ications LLC			į	
				c. C	^{Cell No.} 425-646-6138
					ax No.
d_Address (Street, o	ty, state, and ZIP code)	e. Employer	Representative Det	y •• ·	ux 110.
San Luis Obispo,		nemy ran	Det .	g. e	-Mail
San Luis Obispo,	CA. 93401			her	oryfarber@dwt.com
				h_ 1	Number of workers employed
					48
 i. Type of Establishm cable, internet, te 	ent(factory, mine, wholesaler, etc.) lephone		ncipal product or service rvices/communications		
k. The above-named	employer has engaged in and is engag	jing in unfair labor p	practices within the meaning of se	ction 8(a	i), subsections (1) and (list
subsections) 8(a)	(5)		of the National Lat	oor Rela	tions Act, and these unfair labor
	ices affecting commerce within the me:	_			·
_	of the Act and the Postal Reorganizati e (set forth a clear and concise statem		stitution the alleged unfair labor o	ractices	1
	, , , , , , , , , , , , , , , , , , , ,		emaning the thought think haber p	, 00.1000	
be approved by 2 workers voted it of workers that if the	alternative work week schedule/3 of the workforce. Under 511 down.2. They intend to hold and ey don't approve it this time, the a 10j injunction to return to the	there is an exc other election no ey will force wor	eption that excludes emplo ext week (in violation of Ca kers to work from 12-9 pm,	yees o lifomia instea	overed by a CBA. The) and have threatened the id of their current 8-5 shift.
Anterhamonal moral	Hendoor/Erenograviales	f full paggincludin	ng local name and number)		
4a. Address (Street a	nd number, city, state, and ZIP code)			4b. Te	I. No. 510-719-116
6363 Edna San I	Luis Obispo, CA. 93401			<u></u>	
				4c. Ce	il No.
				4d. F	ax No.
				ļ	A-11
				4e. e-l	viaii
	nal or international labor organization on national Brotherhood of Electrical			l d in whei	n charge is filed by a labor
	0.050(4047	201		Tel. N	0
I declare that I have n	6. DECLARAT ead the above charge and that the statem		est of my knowledge and belief.	1 61, IV	510-719-1216
	X 1			Office,	if any, Cell No.
By		illyn Moscowitz		;	
engreature of repress	entative or pecson making charge)	(Print/type name i	and title or office, if any)	Fax N	0.
			Oct 5 2015	e-Mail	
P.O. Box 1	34 Jenner, CA, 95450		Oct. 5, 2015	emos	scowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings of litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

95%

P.01

From:IBEW639 18055443762 11/17/2015 11:07 #417 P.001/001

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

Stip on circinal of this charge with NLSB Regional Director in which the allocad unfair labor execution provides

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
31-CA-161408	11-17-15		

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.				
1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT				
a. Name of Employer		b. Tel, No. 888-715-3291		
Charter Communications, LLC		c. Cell No. 425-646-6138		
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.		
270 Bridge Street	Henry Farber	g. e-Mail		
San Luis Obispo, CA 93401	,	henryfarber@dwt.com		
·		h. Dispute Location (City and State)		
	<u> </u>	San Luis Obispo, CA		
i. Type of Establishment	j. Principal Product or Service	k. Number of workers at dispute location		
cable, internet, telephone	internet services/ communications	48		
I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (f) and (5) of				
the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair				
labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)				

Within the past six months, the Employer has violated the Act by:

- (1) Dealing directly with employees by holding a 4/10 alternative work schedule meeting and election in July 2015;
- (2) Dealing directly with employees by holding a 4/10 alternative work schedule meeting and by scheduling another election in October 2015;
- (3) Threatening workers that if they didn't vote for the 4/10 alternative work schedule, their start times would be moved to 10 a.m. to 12 p.m. and,
- (4) Announcing a unilateral change to employees' start times and schedules without providing the Union notice and opportunity to bargain.

The Union seeks a 10(j) injunction to return to the status quo of June 25, 2015, and stop unilateral changes, except for raises.

3. Full name of party filing charge (if labor organization, give		ber)
International Brotherhood of Electrical Workers	s Local 639	
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.
		(805)543-5693
6363 Edna Road		4c. Cell No.
San Luis Obispo, CA 93401		(805) 801-3738
,		4d. Fax No.
		4e. e-Mail
		mark.simonin@sbcglobal.net
Full name of national or international labor organization of organization)	which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor
6. DECLARATION		Tel. No.
i declare that I have read the above charge and that the my knowledge and belief,	e statements are true to the best of	(510) 719-1216
By Eller Moscoulin	Ellyn Moscowitz, Attorney	Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title	Fax No.
Address: PO Box 134, Jenner, CA 95450	Date:	e-Mail
		emoscowitz@moscowitzlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT
Soliculation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings of brigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

NOV-17-2015 18:02 18055443762 95% P.01